

NATIONAL SCHOOLS (IRELAND).

RETURN to an Order of the Honourable The House of Commons,
dated 7 November 1884.—/s/

COPY "of any CIRCULAR or DOCUMENT conveying to the INSPECTOR of
NATIONAL SCHOOLS in *Ireland* a REPRIMAND in connection with the
Agitation for INCREASED REMUNERATION."

CIRCULAR to DISTRICT INSPECTORS of NATIONAL SCHOOLS.

Office of National Education,
Marlborough-street, Dublin,

Sir,

8 August 1884.

WE have been directed by the Commissioners of National Education to
furnish you with the following copy of an Order made by them at their last
meeting, and also copies of the documents which they had under consideration
on the occasion:—

B. O. 29-7-84.

Ordered, That a letter be addressed to the Inspectors, enclosing copies of
the communication from Dublin Castle, and the enclosures; also copy
of the Treasury Minute of 2nd May 1867; and expressing the surprise
and regret of the Commissioners that their Inspectors should have
considered themselves warranted in taking proceedings which have
been justly characterised by his Excellency the Lord Lieutenant as
inconsistent with the duty of such highly responsible and important
officers.

We are, &c.
(signed) *W. H. Newell,*
John E. Sheridan, } Secretaries.

To _____, Esq.,
Inspector of National Schools.

Gentlemen,

Dublin Castle, 2 July 1884.

I AM directed by the Lords Justices to transmit to you, to be laid before
the National Education Board, copy of a letter which has been addressed to Mr.
A. Purser, of Portarlington, in reply to a statement submitted by him on behalf
of the Inspectors of National Schools, urging a reconsideration of their scale of
pay, and I am to suggest the advisability of the Commissioners again calling
the attention of the members of their staff to the Treasury Minute of 2nd May
1867.

I am, &c.
(signed) *R. G. C. Hamilton.*

The Secretaries, National Education Office.

Sir,

Dublin Castle, 2 July 1884.

I HAVE to acquaint you, for the information of the Inspectors of National Schools, that the statement urging a reconsideration of their scale of pay which you, on their behalf, submitted to the Chief Secretary on the 21st ultimo, has been laid before his Excellency the Lord Lieutenant.

His Excellency considers that it is a matter to be much regretted that a body of such highly responsible and important officers as the Inspectors of Schools should have adopted the unusual course of approaching the Government without the intervention of the Board of National Education, who, as his Excellency is aware, have always evinced a desire to deal favourably with what they regard as the just claims of their officers, and who had, so recently as their last estimate, made certain proposals for the benefit of the Inspectors, which, however, the Government were unable to accept.

His Excellency must also deprecate the endeavour which appears to have been made by the Inspectors to further their claims by an appeal to the influence of Members of Parliament, a practice which is entirely at variance with the regulations of the Civil Service, as laid down in the Treasury Minute of the 20d May 1867 (copy enclosed), which appears to have been communicated to all the public departments.

On these grounds alone his Excellency considers that he would be justified in declining to entertain the present application of the Inspectors; but, dealing with the question on its merits, he feels that no sufficient case has been made out for increasing a rate of remuneration which was settled after most careful inquiry so recently as the year 1874.

His Excellency cannot accept the very imperfect description of the benefits which accrued to the Inspectors from the inquiry of 1874, which is contained in the statement now under notice. As the results of that inquiry the maximum salary of the Inspectors was raised from 370 *l.*, not 420 *l.*, as alleged in the statement, to 500 *l.*; a more equitable system of personal allowance than that in existence was introduced, and a classification was removed which formerly, in some cases, operated as a bar to the Inspectors ever reaching the maximum salary of 370 *l.* His Excellency cannot but regard these as very substantial improvements in the position of these officers, and not such, as in the language of the statement, "did not even represent the increased cost of the necessities of life."

While his Excellency cannot admit the allegation that the Committee of 1874 made no allowance whatever for the increase of work thrown upon the Inspectors by the introduction of the "results" system, he must demur to the argument which is here implied, that increase of duty is of itself a sufficient ground for seeking an increase of pay. The whole time and energies of a public officer must be regarded as at the disposal of the department which he serves, and the proper way of meeting any pressure or addition of work of a prolonged or permanent character is, not by increasing the salaries of the staff engaged upon it at the expense of the health and efficiency of its members, but by augmenting their numbers.

His Excellency has caused a copy of this letter to be sent to the Board of National Education.

I am, &c.

A. Purser, Esq., Portarlington.

(signed) R. G. C. Hamilton.

Enclosure No. 1.

POLITICAL INFLUENCE.

TREASURY MINUTE, dated 2 May 1867, cautioning Civil Servants against use of, for obtaining Increase of Salary, &c.

My Lords have observed with much regret a growing practice on the part of gentlemen employed in the Public Service to endeavour to influence this Board to accede to their applications for increase of salary or additional retiring allowance, by means of the private solicitation of Members of Parliament and other persons of political influence.

It is the duty as well as the wish of their Lordships to give the most careful consideration to every representation made to them in the recognised way on behalf of any public servant (whatever be his social status or his official rank), with regard to his position, salary, and prospects of promotion, and also with regard to the amount of his retiring allowance on his quitting the Public Service.

It is the practice of their Lordships to consider questions of salary with reference to the duties and responsibilities of the individual or class whose case is brought before them, and to decide upon them after communication with the heads of the department concerned.

In fixing the amount of the retiring allowance in those cases where the Legislature has left them a discretion, my Lords are in the habit of proceeding upon certain principles which they have prescribed for themselves, and within the limit of those principles they endeavour to deal with each case impartially upon its merits.

It appears to their Lordships that any attempt on the part of an officer to approach them on these matters through the private intercession of persons unconnected with his department, is virtually imputing to this Board either that it is likely to turn a deaf ear to a reasonable application, unless supported by political influence, or that it may be induced to accede to an unreasonable application if such influence be brought to bear upon it.

My Lords disclaim either alternative, and in order to prevent for the future any misapprehension upon this subject, they wish it to be understood by every public officer that any attempt made by him to obtain the sanction of this Board to his application by any such solicitation as is hereinbefore referred to, will be treated by them as an admission on the part of such officer that his case is not good upon its merits, and such application will be dealt with by their Lordships accordingly.

Let a copy of this Minute be sent to every public Department.

Enclosure No. 2.

Sir,

Parsonstown, 21 May 1864.

I AM directed by the Inspectors of National Schools in Ireland to request that you will receive a few of them who are desirous of bringing under your notice their claims to increased salaries and allowances.

In case you grant the interview I am to request that it may be after the Whitewide Recess, and, if not inconvenient, during the week beginning the 8th of June; and also that about a week's notice may be given to me of the date, so as to enable the Inspectors to make the necessary arrangements for leaving their districts.

I beg to enclose a brief statement of our case, and a memorial which has already been signed by many Irish Members of Parliament, some of whom would probably accompany and introduce the deputation to you.

I have, &c.
(signed) A. PARSON
Secretary to the Committee.

The Right Hon. G. O. Trevelyan, M.P.

Enclosure No. 3.

STATEMENT showing the Salaries and Allowances of the District Inspectors of National Schools in Ireland.

THE District Inspectors of National Schools in Ireland desire respectfully to submit to the consideration of Her Majesty's Government their claims to an improvement in the scale of their salary and allowances.

The present scale was introduced in 1874. By it the maximum salary was raised from 420 *l.* to 500 *l.* per annum. This was no doubt an improvement, but not such as the Inspectors believed themselves entitled to. On the 4th of July 1873 the House of Commons had resolved that the "General inadequacy of the scale of salaries of Civil Servants serving in Ireland should, as soon as possible, be redressed," and even declared, as the Report of the Civil Service (in Ireland) Inquiry Commission had already done, that the remuneration of Civil Servants in Ireland should be the same as that given to those performing duties in England corresponding in difficulty and responsibility.

The small increase in their salaries, granted by the scale of 1874, fell far short of this, and indeed did not even represent the increased cost of the necessities of life, while it made no allowance whatever for the great addition to the work thrown upon the Irish Inspectors by the introduction of the results system in 1871.

For many years Inspectors of National Schools in Ireland have been appointed to their office by competitive examination, on a programme which is not equalled in extent or difficulty by that adopted for any other branch of the Home Civil Service. But sound scholarship is not the only qualification demanded for the efficient performance of his duties; an Inspector requires robust health, a sound constitution, great capacity for work, and unusual powers of bearing fatigue and exposure to the severest weather. The moral qualifications are equally high, judgment, tact, discretion, and an imperturbable temper, are indispensable. Nor are the Inspectors mere examiners. To them the teachers, owing to want of training, have to look in most cases for suggestions in school management and organization, and through them is administered the system which now provides for the education of the great majority of the school-going population. Besides examining the pupils, the Inspector has to check the school records, to keep himself informed of the general character and conduct of the teachers in his district, to examine the large staff of monitors, and conduct the examination for the classification and promotion of teachers. An Irish Inspector's work is thus as heavy as it is varied and important. It is, moreover, to be performed almost single-handed, for no Inspector has the services of an assistant for more than a few weeks in the year. The work also involves great responsibility, as the payment of large sums of public money is dependent on the Inspectors' reports. The difference between the salary of a British and of an Irish Inspector is very great, and quite out of proportion to the supposed difference between the two islands, in regard to the cost of living. The salaries and allowances stand thus:—

PRESENT SCALE OF PAYMENT:—

Minimum Salary:—

British Inspector	-	-	-	-	-	-	£. 400
Irish	"	-	-	-	-	-	250

Rate of Increase:—

British Inspector	-	-	-	-	-	50 <i>l.</i> triennially.
Irish	"	10 <i>l.</i>	a year at first,	afterwards	15 <i>l.</i>	

Maximum Salary:—

British Inspector	-	-	-	-	-	£. 800
Irish	"	-	-	-	-	500

Extra Allowance to Inspector in Charge of a District:—

British Inspector	-	-	-	-	-	£. 50
Irish	"	-	-	-	-	Nil.

It is thus to be noted that an Inspector in Scotland receives the same salary and allowances as an English Inspector.

This great inequality in the salaries is not in accordance with the amount of work done, for while the Irish Inspector's leave of absence in the year amounts, on the average, to 29½ days, a British Inspector is on leave more than 43½ days. It may be mentioned that the Sub-Inspectors in Great Britain who were recently appointed without examination, and who had served previously—first as schoolmasters, and afterwards as Inspectors'

Inspectors' assistants—have a minimum salary of 300 *l.*, with a maximum of 500 *l.*, which they reach by annual increments of 20 *l.* in half the time the Irish Inspectors are required to wait before reaching theirs. Furthermore, in the case of the Board's clerks, the principle laid down in the Resolution of the House of Commons, already referred to, has been, to a large extent, conceded, their maximum salary of 500 *l.* being now equal to that of the clerks in the English Education Office.

But, apart from any comparison with the Inspectors of Primary Schools in Great Britain, the District Inspectors of National Schools in Ireland feel that their salaries are inadequate, and that, after 10 years' experience of the present scale, they may reasonably ask for a substantial addition to their incomes, and they respectfully suggest 350 *l.* as a minimum, and not less than 700 *l.* as a maximum.

In submitting their case to the consideration of Her Majesty's Government, and in seeking an improvement in their position, the District Inspectors base their claims on the following grounds:—On the mode of appointment to their office, on the high qualifications, intellectual, moral, and physical, which are required, on the nature and the responsibility of their duties, on the great increase of work within the past few years, and on public testimony to the diligence, the zeal, and the ability with which their work has been performed.

Enclosure No. 4.

WE, the undersigned Members of Parliament representing Irish constituencies, beg to direct the attention of Her Majesty's Government to the claims of the Inspectors of National Schools in Ireland to an improvement in the scale of their salaries and allowances; and we are of opinion that their remuneration from the State should be made to correspond much more closely than it does at present with that of the Inspectors in England and Scotland.

